



## Apprenticeships

### DESCRIPTION

Is your workforce prepared to compete in the 21st century? A registered apprenticeship program allows a business client a highly flexible method in which to train employees. By combining worksite instruction and related classroom training, you grow skilled workers that allow you to keep pace with changing workforce dynamics.

#### Overview

The use of apprenticeships in your business will help you maintain a high level of technical or specialty skills unique to your business. This is accomplished under your control of training and evaluation of the apprentice and his/her attained skill level. The apprentice reaches journeyman status when he/she completes the training to your satisfaction. This is typically over a one to four year period.

#### Training Advantages

The apprentice works on-site with a mentor or trainer who you know as your highest skilled employee. Skills are learned by doing. You control this process. Classroom training (related instruction) also accompanies on-the-job training. As an business client, you determine the related instruction. This can be taught on-site, via correspondence, at a local community college, Applied Technology Center, etc. Training is complete when your evaluation of the apprentice's skill level meets your satisfaction and he/she has completed the related classroom training.

#### Financial Advantages

Apprentices generally work full-time on-the-job producing product under the direction of the highest skilled journeyman mentor at a fraction of the cost of a journeyman. Pay, as an apprentice, is graduated, starting at half of journeymen's wage and moving up as training steps are completed. During this time, the apprentice is a productive employee contributing to your success. Once the apprentice becomes a journeyman, he/she understands your business and can help create improvement opportunities and assist in growing your business.

#### Apprenticeship Provides

- An excellent return on your training investment
- Proven strategies that prepare your workforce to compete effectively in the 21st century
- A systematic approach for providing ongoing education and training to your employees
- A methodology for implementing best business practices
- Outside education tied directly to on-the-job training

### CONTACT INFORMATION

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